



Code of Conduct for Members of Staff

Date: April 2019

If you would like this document in an alternative language or format, please contact Corporate Services on 01595 743069.

CECOD001

All members of staff are expected to comply with the NHS Scotland guidance for staff conduct. These underlying principles were set out in [NHS Circular MEL \(1994\) 48 - Standards of Business Conduct for NHS Staff](#).

A comprehensive NHS Shetland Code of Conduct for Staff Members is under development, for consultation through Area Partnership Forum during 2019.

Until such a time as this document is approved by the Board and published and communicated accordingly, staff will adhere to:

- 1) The national Standards of Business Conduct for NHS Staff (at above link);
- 2) The Corporate Governance Handbook in so far as it relates to staff members, for example in relation to Section 5 Scheme of Delegation (and staff responsibilities pertaining to this), Section 6 Standing Financial Instructions, and Section 7 Code of Conduct with regard to the registering of gifts and hospitality.
- 3) The conduct expected by professional regulatory bodies (e.g. GMC, NMC, GDC, HCPC).
- 4) The extant local policies and procedures in place, with particular attention to the Board's:
 - Fraud and Corruption Policy
 - Social Networking Policy
 - Grievance and Whistle Blowing Policy
 - Managing Conduct Policy
 - Eliminating Bullying & Harassment Policy